



University of California
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Nursing in a Transformed Health Care System

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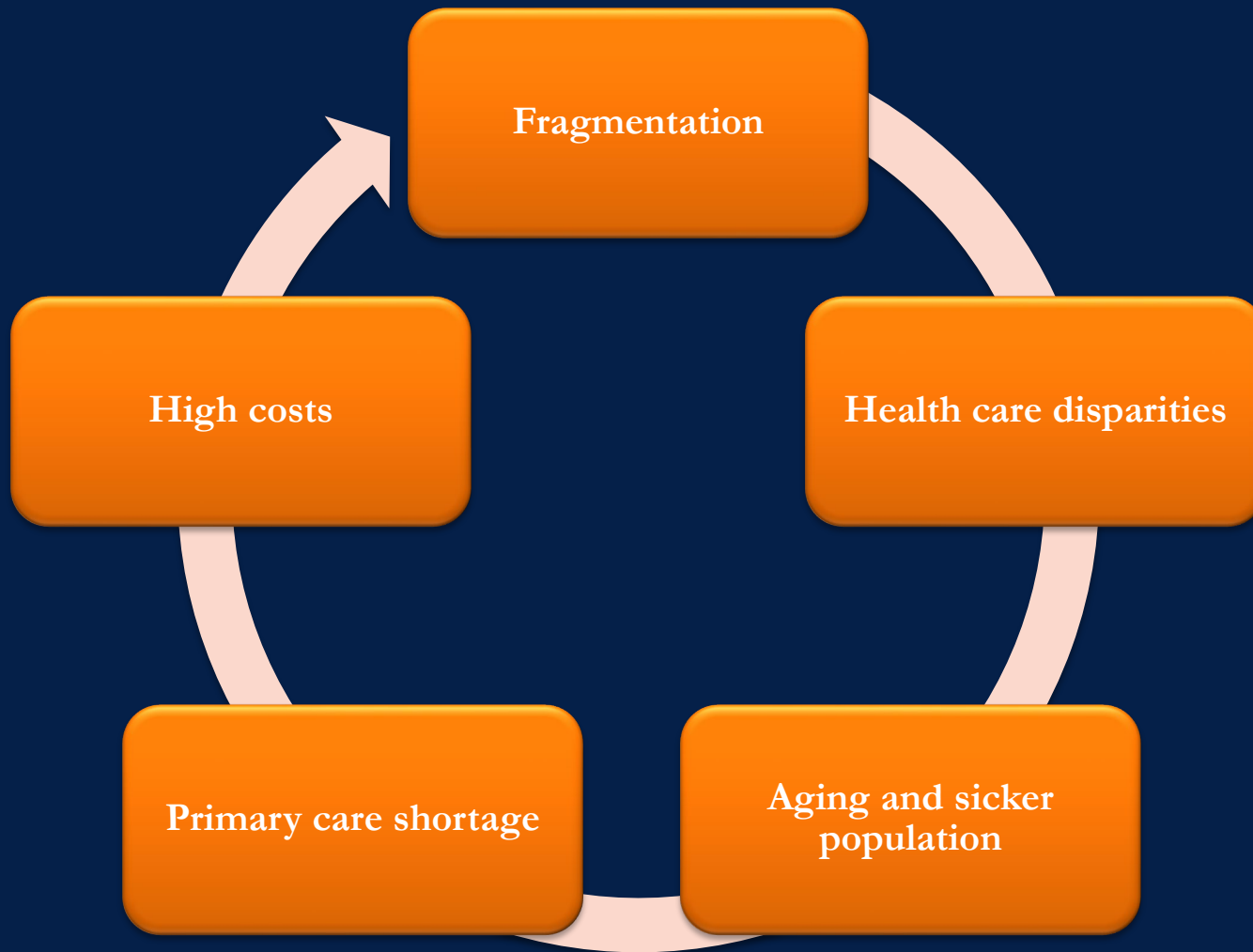
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Health care system challenges



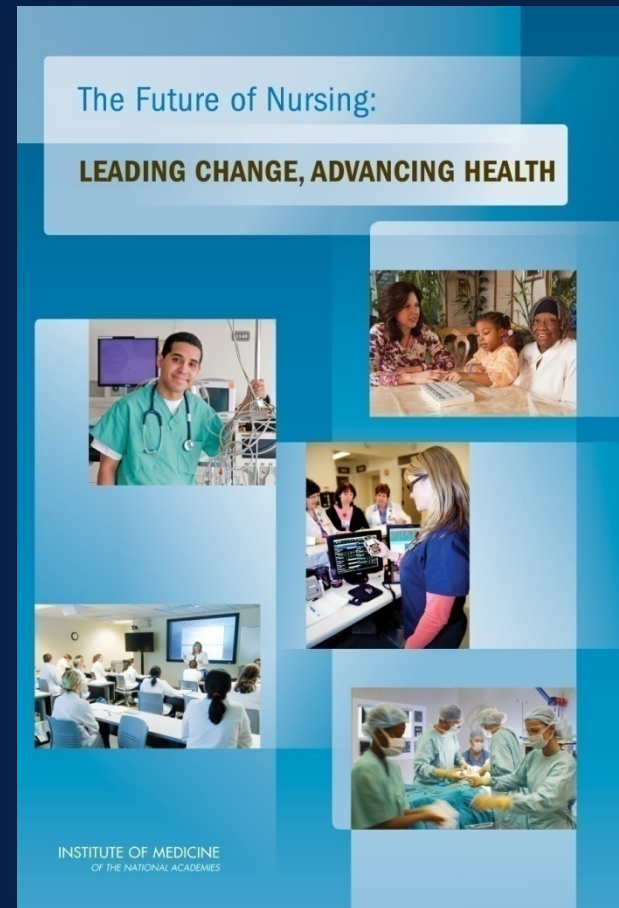
Nursing is key to solving these problems

- Nursing is **by far** the largest health profession
 - There are 4 times as many nurses as physicians
 - More than 300,000 employed in California
- Nursing care is related to quality and satisfaction measures that will be tied to value-based payments
- Nurses provide care across settings for the “whole person”
- Nurses’ generalist education makes them adaptable to new roles and functions

Erin Fraher and Mary Naylor are partners in the thinking that comes next...

IOM Key Messages

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and an improved information infrastructure.



What roles are nurses taking in innovative care models?

- Care management and coordination
 - Including transitional care models, guided care, etc.
 - Coaching, patient education, motivational interviewing, referrals to specialists, home visits
- Informatics
 - Electronic health records as a tool for quality management
 - Telehealth and telemonitoring
- Geriatric and long-term care
 - Home- and community-based services



What roles are nurses taking in innovative care models?

- Population health
 - Assess panels and populations of patients
 - Develop, initiate, and evaluate programs
- Behavioral health
 - Substance use disorder treatment
 - Screening, brief intervention, referral to treatment (SBIRT)
- Overall wellness
 - Health education
 - Health promotion
 - Health coaching

Entry-level and continuing nursing education needs to be reframed

- What education and knowledge do nurses need for these roles?
 - What mix of acute and ambulatory?
 - How much depth in population health, geriatrics, informatics?
- How can we facilitate continuing education and training?
- More opportunities for degree-aimed education
 - Certificates, specializations
 - Languages, technology
- More opportunities to mentor and precept others



Nurses need formal training in leadership and interprofessional collaboration

- Interprofessional collaboration in practice and in the classroom
- Leadership skills
 - How to delegate
 - How to lead
 - “As a leader, you are not directly responsible for the results, you are responsible for the people who create the results.”
– Simon Sinek



What next?

- New roles are growing like a rising tide, but not like a tsunami
- Enhanced formal education will help ensure nurses have required knowledge
- Need for nursing education to increase population health, care management, informatics, and health system knowledge
 - Leadership skills education for students & workers
 - Interprofessional experiences for students & workers
- How quickly things change will depend on the money